

Psychometric Assessment Report

Name **Sample Candidate**

Date **14 May 2020**

Self Guided Report

This report is designed to help you draw your own conclusions about the psychological profiles of participants you are assessing. This tool should be used for recruitment purposes only and the report cannot be provided to the participant. Feedback should only be provided by a trained assessment advisor, so please do not provide this under any circumstances. If you want more information about how the requirements of specific jobs relate to the scores on this report, please contact SACS Consulting.

Risk Summary

This is a brief summary of risk calculations and further explanations are provided within this report.

Area of Assessment	
Intelligence	Low
Personality	High
Values	High

Need Help Interpreting?

*Do you want the opinion of a psychologically trained professional?
If so email assessment@sacsconsult.com.au to have this report upgraded into a professionally interpreted recruitment or development report.*

Intelligence - Australian Council for Education Research High is better in all cases

The nature of the job will determine how important each type of intelligence is. Verbal reasoning is important for jobs which require effective communication, numerical reasoning is important for jobs with a financial or other arithmetic component, and abstract reasoning is important for jobs which have an intrinsic problem solving aspect - say strategy or tactics. Intelligence is recognised as a key predictor of success at work in all types of jobs.

Verbal Reasoning

The capacity to use words at work

Reference Group Professional Population
Percentile 50 - Average



Numerical Reasoning

The capacity to use numbers and arithmetic at work

Reference Group Professional Population
Percentile 91 - Well Above Average



Abstract Reasoning

The capacity to solve problems at work which do not have verbal or numerical elements. Examples are strategic and tactical tasks.

Reference Group Professional Population
Percentile 79 - Above Average



Intelligence Risk: Low Options are Low, Medium, High - Low Risk is better

This is a general assessment of the intelligence risk. Consider the specific requirements of your role in the context of this assessment. If you feel that verbal ability is very important for the role you are assessing for and the score is below average you should consider this to be a higher risk even if the assessment is low or medium.

Personality

Personality is a key determinant of success at work. Different jobs require different personality elements, but there are some personality elements which appear to be crucial for any roles. Below is the table of results for the personality assessment.

Factors		Score	Meaning
Integrity-Modesty	High is better	59	High
Genuineness	High is better	64	High
Rule Favouring	High is better	67	Very High
Absence of Greed	High is better	54	Average
Absence of Arrogance	High is better	65	High
Emotionality	Low is better	36	Low
Threat Sensitivity	Low is better	37	Low
Anxiety	Low is better	39	Low
Lack of Independence	Low is better	46	Average
Overly Empathic	Low is better	25	Very Low
Extraversion	Depends on job	49	Average
Social Confidence	Depends on job	43	Low
Happy to be Center of Attention	Depends on job	58	High
Likes to be in Company	Depends on job	60	High
Cheerfulness and Optimism	Depends on job	59	High
Absence of Anger	Depends on job but low is of concern	41	Low
Unlikely to Carry a Grudge	Depends on job but low is of concern	56	High
Unlikely to be Harsh	Depends on job but low is of concern	49	Average
Doesn't have to have things their way	Depends on job but low is of concern	48	Average
Slow to Anger	Depends on job but low is of concern	34	Very Low
Conscientiousness	High is better	52	Average
Likes to be Organised	High is better	58	High
Committed to Hard Work	High is better	63	High
Detail Minded	High is better	37	Low
Makes Decisions Carefully	High is better	61	High
Openness to Experience	Depends on job	27	Very Low
Cares about Appearances	Depends on job	39	Low
Curious About the World	Depends on job	51	Average
Likes to be Creative	Depends on job	35	Low
Comfortable with the Unfamiliar	Depends on job	31	Very Low
Soft Heartedness	Depends on job	42	Low

Personality Risk: High Options are Low, Medium, High - Low Risk is better`

Behavioural Questions

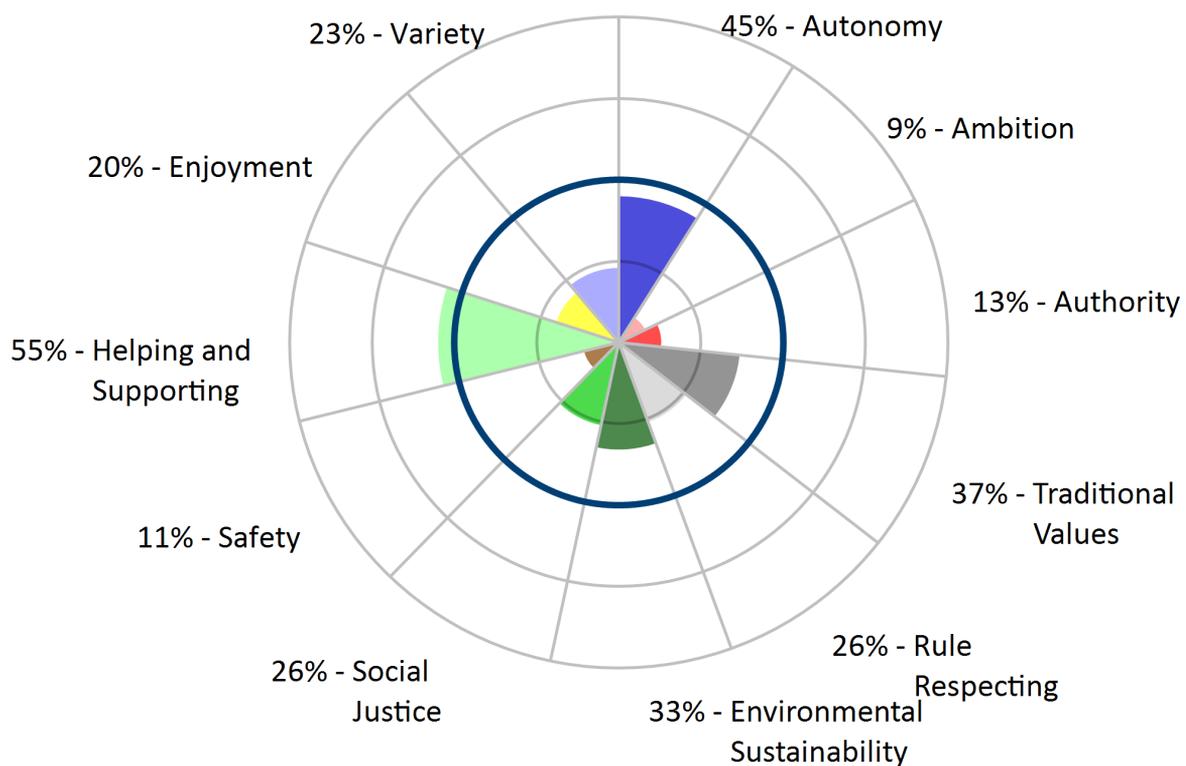
Throughout this report suggested behavioural interview questions will be created when a candidate's scores suggest potential concerns. Behavioural questions are not generated for measures where it "depends on job" whether a high or low score is better. If you wish to see behavioural questions for these items you can find them in the interpretive manual for this assessment which is available on the SACS portal - see your administrator to access. These questions can be asked of candidates themselves or their referees.

Slow to Anger	Please give an example of where you have needed to work with and show patience and tolerance with others in achieving an outcome at work.
Detail Minded	Please give an example of where you have shown high quality standards and a commitment to excellence.
Absence of Anger	How have you maintained a balance between asserting your own needs in a work situation versus ensuring that you fitted in with colleagues and ensuring that their needs were met?

SACS Values

Personal values are fundamental beliefs that serve as guiding principles in a one's life. They guide and motivate our decisions, attitudes, and actions, and influence how we view the world. Although most values are not specifically considered good or bad, researchers have found that they can correlate to other traits in the workplace.

The SACS Values Test measures 11 personal values and presents the results as percentiles, where higher percentiles represent a higher importance placed on that value, benchmarked against a large sample from the Australian professional population.



Values Risk: High Options are Low, Medium, High - Low Risk is better.

Behavioural Questions

Environmental Sustainability	Please give an example of where you have done something to try to make the world a better place - something which you did not have to do.
Rule Respecting	Have you ever found it necessary to get around or ignore organisation rules in order to get an important result? How important are organisation rules?
Safety	Please give an example of where you needed to act to improve something at work. How do you balance the risk of trying something new with the risk of failure?

Explanation of Values Terminology

High scores mean that the candidate values:

Autonomy: Freedom of thought and action.

Variety: Undertaking a wide range of tasks.

Enjoyment: Having enjoyable experiences at work.

Ambition: Career advancement.

Authority: Control over resources and people.

Safety: Commitment to a safe work place.

Traditional Values: Maintaining and preserving cultural, family and/or religious traditions.

Rule Respecting: A respect for rules at work.

Helping and Supporting: Assisting others and being able to be relied on by others.

Social Justice: A commitment to fair and equitable social outcomes.

Environmental Sustainability: Nature and its preservation.